



ARMY STRONG



U.S. ARMY COMBAT READINESS CENTER

**U.S. ARMY
CAREERISTS ON THE MOVE**
Transforming & Professionalizing CP-12

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Message from Secretary Davis

Deputy Assistant Secretary of the Army, ESOH Functional Chief, CP-12

In today's global environment, involving a multitude of significant challenges, Army Soldiers and civilians are supplying the ground work for a wide array of critical missions. The men and women of our Army are working diligently to prevent attacks on our Nation, to keep our borders safe and secure, and to provide humanitarian assistance at home and abroad.

With each of these unique missions comes an accompanying set of risks and associated consequences due to accidents, illness or occupational injury. The Senior Army Leadership understands that a workplace with maximum safety and minimal risk in this diverse environment is essential; it maintains the well-being and readiness of our Soldiers and civilians. By recruiting and training civilian experts as advisors on risk aversion, the Army Safety and Occupational Health Career Program (CP-12) enables commanders to apply safety principles to specific missions and minimize risk to our Soldiers and civilians in the field.

I have asked Brigadier General Forrester to serve as the CP-12 Functional Chief's Representative (FCR) and manage the career program from the U.S. Army Combat Readiness Center (USACRC) at Fort Rucker, Ala. Given the Army's added emphasis on training and lowering risk in the workplace, this could not have come at a better time. BG Forrester and his staff at the USACRC have contributed significantly to a reduction in risk and accidents across the entire Army. Their commitment to developing and providing safety training displays a potential to take the CP-12 program to the next level.

Every accident, illness or injury is an impediment to the mission and weakens combat readiness. As we transform and improve CP-12, we will be even better positioned to implement the safety and occupational health program, reduce accidents and enhance combat readiness. I look forward to the continued success of the program in keeping our Soldiers and civilians Army strong!



Addison D. Davis, IV

Tad Davis

Functional Chief Representative William H. Forrester, U.S. Army Combat Readiness Center CG and DASAF



BG William H. Forrester

Our Army team is comprised of dedicated Soldiers, devoted civilians and families. Our continued success is the direct result of action and leadership engagement from the entire Team.

As your Functional Chief Representative, I will work with the team here at the U.S. Army Combat Readiness Center continuously to ensure a clear career progression for our Army's CP-12 careerists.

We develop, coordinate, execute and manage the CP-12 program with the goal of achieving the highest level of training and education. We strive to set our safety professionals up for success bringing the greatest level of knowledge and value to their command.

The Army Civilian Training, Education and Development System (ACTEDS) Plan for Safety and Occupational Health CP-12 careerists identifies training requirements, skills, disciplines and guidance for each CP-12 careerist. ACTEDS supports personal growth and professional development as careerists manage a critical role in support of our Army's worldwide readiness and combat power.

ACTEDS supports the Army's efforts ensuring trained and ready forces for a dynamic environment. ACTEDS seeks a sound balance among the Army's imperatives: quality people, leader development, training, modern equipment, force mix and doctrine.

Each CP-12 careerist brings new skills, knowledge, and leadership to our force. Those who wear the Army uniform are not our only leaders, as each and every one of you are leaders. You must engage - whether it is through your training or on the job actions - and make a difference. Thank you for all you do for our Army and our Nation. **Army Safe is Army Strong.**

V/r,
Bill

A handwritten signature in black ink that reads 'W H Forrester'.

"Each CP-12 careerist will bring new skills, knowledge, and leadership to our force."

CP-12 Leaders In the Field

Functional Representatives for CP-12

Brenda Miller, Ed.D.

Brenda is the Director of Training at the US Army Combat Readiness Center and serves as a Functional Representative. She is responsible for the day-to-day execution of the CP-12 Program under the direction of BG Forrester.

She has a Doctorate of Education Degree from Auburn University and Master of Science Degree in Counseling and Psychology from Troy State University. Dr. Miller is a Distance Learning author for Embry Riddle Aeronautical University. In addition, she teaches both resident and non resident courses for Embry Riddle.

Her focus is on the Life Cycle of the CP-12 Program. Her goal is to professionalize the Career Program.

Sandra Parker-Monk, CIH

Sandy is the Functional Representative for the Industrial Hygiene and Medical Safety Management Program, US Army Center for Health Promotion and Preventive Medicine, Aberdeen Proving Ground, Md. She represents the interests of Army Medical Department (AMEDD) Industrial Hygienists in the Safety and Occupational Health Career Program (CP-12).

She has a Master's Degree in Microbiology from Colorado State University and a Master's Degree in Management from the Johns Hopkins University. She is certified in the practice of Industrial Hygiene (CIH).

Professional development, continuous improvement of skills, mentoring, and ABIH certification for Army Careerists and Interns are the focus of her efforts in the Career Program.

Gregory R. Komp, CHP

Greg is the Functional Representative for the Radiation Safety Program and is the Senior Health Physicist for the Department of the Army. He represents the interests of Army Health Physicists in the Safety and Occupational Health Career Program (CP-12).

Greg has a Master's Degree in Health Physics from Georgia Institute of Technology and a Bachelor's of Science Degree in Chemistry from Gonzaga University. He is certified by the American Board of Health Physics (ABHP) and has been active in the Health Physics Society.

His focus is on professional development, continuous improvement of skills, mentoring, and ABHP certification for Army HP Careerists and Interns and cross training of Army CP-12 Careerists on additional duty radiation safety skills.

James Patton, PE

Jim is the Functional Representative for the Safety Engineering Program. He represents the interests of Safety

Engineers (0803 series) in the Safety and Occupational Health Career Program (CP-12).

He has a Bachelor's Degree in Civil Engineering from Florida Institute of Technology and is a licensed Professional Engineer (PE) in the State of Virginia. Jim recently returned to the Army Safety Office as the lead Safety Engineer from working as the Army Safety and Occupational Health Manager at the Army Secretariat. Other assignments include the lead safety engineer at the Corps of Engineers, a previous assignment as lead safety engineer in the Army Safety Office, and Safety Engineer Fellow at the Army Environmental Policy Institute. Jim is a former Army Safety Engineer intern and has experience with safety engineering, explosives safety, chemical and biological safety, systems safety, facilities engineering construction safety, and industrial and process engineering.

Professional development, mentoring, and CSP certification and/or Professional Engineering licensure of Army Safety Engineering careerists and interns are the focus of his efforts in the Career Program with the ultimate goal of ensuring a cadre of trained and qualified safety engineers to support the Army's spectrum of operations.



Careerists on the Move...

Safety and Occupational Health professionals hard at work!



Ranger Training Brigade careerists Ron Shenkel, Jim Wiehe, J.R. Eddins and Greg Bourgeois conducting a route recon at Eglin Air Force base.

Sean Morrill, a Safety careerist/USAMEDCOM assigned to 4BCT working with 4ID in support of Operation Iraqi Freedom.



Dan Heath, walks the rail during Railhead operations training in Germany.

USACE careerists pause from their project at Folsom Dam Bridge in California.



Danny Anderson, Safety & Occupational Health Specialist/ 82D Airborne Division Safety, works in support of Operation Iraqi Freedom.



Joe Ferguson is on the scene at the Folsom Dam Bridge, Folsom, California.



Transforming Army Civilian Leader Development

By Ms. Terry L. Placek
Functional Chief Representative

To ensure that our Soldiers are well led, we are now actively implementing the findings of a comprehensive review focused on how we train, educate, assign, and develop our officers, noncommissioned officers and civilian leaders.

2007 Army Posture Statement

Last November, the Deputy Chief of Staff, G-3/5/7, published the Army Civilian Education System (CES) policy. This policy defines the CES model and illustrates the linkage to training and leader development domains. CES, a major transformation in Army civilian leader development, signals a significant departure from previous civilian leader development initiatives. This transformation is critical to Army developing civilian leaders who are innovative, adaptive and prepared to address the complex issues in an uncertain and changing “operational environment”. How are Army civilian financial managers preparing for the change? Based on the feedback I receive from civilian financial managers, most of you have many questions about CES. The focus of this message is to respond to your questions and allay your concerns. My intent is to enhance your understanding of CES and encourage you to participate. CES is key to developing future leaders in Army financial management.

What is CES?

CES is a new centralized, progressive and sequential leader development system that provides enhanced leader development and education opportunities for members of the Army Civilian Corps. The CES leader development program consists of foundation, basic, intermediate, and advanced courses.

How Does CES Develop Army Civilian Leaders?

CES develops leader attributes by providing Army civilians opportunities for self-development and institutional training. CES educational requirements are currently included in these courses: Action Officer Development Course, Supervisory Development Course, Management Development Course, Foundation Course, Basic Course, Intermediate Course, Advanced Course and Senior Service College.

Where can I find information about the new CES courses?

The CES leader development program includes four new courses offered for Army Civilians—Foundation course, Basic Course, Intermediate Course, and Advanced Course. The courses are delivered in a combination of distributed learning and resident training. Additional information is located at the Army Management Staff College Web site at <http://www.amsc>.

A brief synopsis of each course follows:

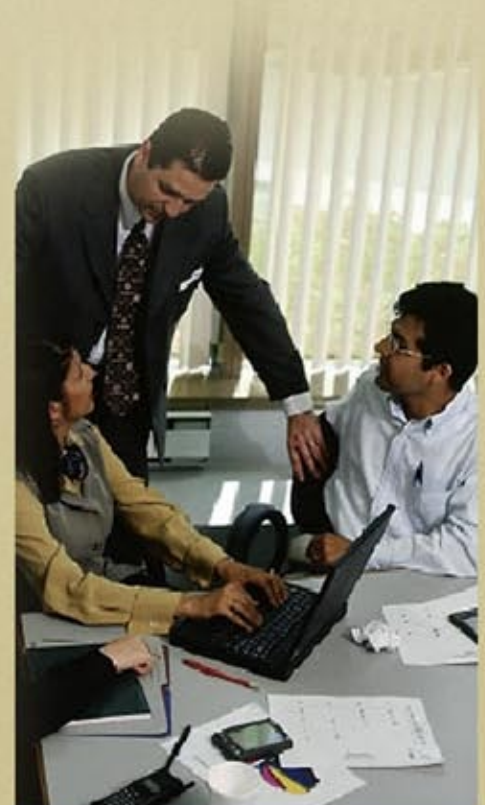
Foundation Course (FC)

The FC prepares civilians to assume their first leadership roles by acquiring competencies for leader development and effective communication skills. Core learning objectives delivered in a distributed learning format are: understands and appreciates

Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for Leader Development; develops effective communication skills; and ready to assume first leadership role.

Basic Course (BC)

The BC ensures Army civilian leaders responsible for direct leadership of teams learn how to apply basic leadership and communication skills in developing and mentoring subordinates. Core learning objectives delivered in a combination of distributed learning and resident





training format are: understands and applies basic leadership skills to effectively lead & care for small teams; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; and develops and mentors subordinates.

Intermediate Course (IC)

The IC targets Army civilian leaders with direct and indirect supervision of Army employees. Core learning objectives delivered in a combination of distributed learning and resident training format are: skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focuses on mission.

Advanced Course (AC)

The AC is for civilian leaders who exercise predominately indirect supervision. Core learning objectives delivered in a combination of distributed learning and resident training format are skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and

focuses on mission.

What is the status of the previous Civilian Leader Development legacy courses and programs?

In order to support the accelerated development and implementation of CES, many of the legacy Civilian Leader Development courses and programs were phased out and the curricula was transitioned into the CES curriculum. Some of the courses listed may be substituted for CES course credit: Sustaining Base Leadership and Management, Organizational Leadership for Executives, Leadership Education and Development Course (LEAD) Train the Trainer, LEAD, Strategic Leadership for Executives, and Personnel Management for Executives I and II. Also, Army employees may request and receive approval for constructive and equivalent credit for previous academic experiences from the Deputy Chief of Staff, G-3/5/7.

Are there requirements for admission and a priority for selection?

Yes, there are admission requirements for all CES courses. Refer to the ASMC website for

specific information relevant to the specific CES course. There are three priorities for selection. Priority One is designated to Army civilians who are newly assigned as team leaders or to supervisory/managerial positions with one-year probationary period. Priority Two is designated for Army civilians with primary duties of leading others or managing programs that require leading others, e.g. project leaders and program managers.

Also included are Army civilian employees and other Defense employees participating in an Army endorsed supervisory or manager development program (e.g. DoD Executive Leadership Program (DELDP), the Army Fellows Program, and the Best Enterprise Solutions Trainee (BEST) Program. Priority Three is Military supervisors of civilians and other DoD leaders.

How do I apply?

Log onto the AMSC Web site at <http://amscportal.belvoir.army.mil/> and submit your application today. Additional information on Civilian Leader Development is available at <http://cpol.army.mil/library/train/>

Good luck!

“Leader Development is an investment in the Army and our Nation’s future.”

Lt. Gen. James J. Lovelace, Army G3/5/7

Team,

We are transforming. The effort has begun to professionalize our Career Program. We will publish a quarterly newsletter beginning in July to keep you apprised of changes.

In addition, we have launched a CP-12 Web site with the new ACTEDS Plan, IDP, Life Cycle Model, Mentoring guidance, Intern links, as well as other relevant information.

The July issue will focus on additions and changes to our Career Program. Stay tuned!

Brenda Miller, Ed.D
Career Program Manager

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Calling on all CP-12 Professionals!

We want to publish your news and photos in the CP-12 newsletter and/or the CP-12 Web site. Please send your CP-12 related articles to include advice from the field, career enhancement programs, individual and team accomplishments, commendations, as well as human interest stories. (Editor reserves the right to use, edit or reject submissions for publication.) Submit text and digital photos to: lynn.obrien@crc.army.mil. Or mail to Lynn O'Brien, CP-12 Coordinator, USACRC, Bldg 4905 5th Avenue, Fort Rucker, AL 36362-5363.



<https://crc.army.mil/cp12online/>